

**DECLARATION OF  
JEANNE O'CONNOR  
EXHIBIT B**

From: Jeanne O'Connor  
Sent: Tuesday, May 23, 2006 9:10:54 AM  
To: Cynthia D Stern; Lizabeth J Augustine  
Subject: HR Form on Flexible/Alternative Work Schedules

Hi:

Did Bev recently have you fill one of these out? There was a recent request from HR on this to document all staff schedules. Thx.

Jeanne O'Connor

VP, Customer Retention & Cross-Sales

Customer Marketing Group

AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104

Phone: (212) 314-2955/Fax: (212) 707-7775

jeanne.o'connor@axa-equitable.com

From: Cynthia D Stern  
Sent: Tuesday, May 23, 2006 9:13:56 AM  
To: Jeanne O'Connor  
Subject: Re: HR Form on Flexible/Alternative Work Schedules

Bev had filled one out a couple of weeks ago.

Cindy Stern  
AXA Equitable  
Customer Retention & Cross-Sales  
Customer Marketing Group

Phone: 212-314-2906  
Fax: 212-707-7478

Jeanne O'Connor  
Jeanne\_O'Connor  
@mony.com  
05/23/2006 09:10 AM

To: Cynthia D Stern/NY/AXA-Financial/Equitable@AXA-Equitable,  
Lizabeth J  
Augustine/NY/AXA-Financial/Equitable@AXA-Equitable  
cc:  
Subject: HR Form on Flexible/Alternative Work Schedules

Hi:  
Did Bev recently have you fill one of these out? There was a recent request  
from HR on this to document all staff schedules. Thx.  
Jeanne O'Connor  
VP, Customer Retention & Cross-Sales  
Customer Marketing Group  
AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104  
Phone: (212) 314-2955/Fax: (212) 707-7775  
jeanne.o'connor@axa-equitable.com

From: Elizabeth J Augustine  
Sent: Tuesday, May 23, 2006 10:08:58 AM  
To: Jeanne O'Connor  
CC: Cynthia D Stern  
Subject: Re: HR Form on Flexible/Alternative Work Schedules

Jeanne

The last time I filled out any HR forms was approx. 14 months ago. It has always been documented that I work from home on Wed. (of course as we discussed I can be flexible on the day of the week as needed and will complete any forms required.)

Liz

Jeanne O'Connor  
Jeanne\_O'Connor  
@mony.com  
05/23/2006 09:10 AM

To: Cynthia D Stern/NY/AXA-Financial/Equitable@AXA-Equitable,  
Elizabeth J  
Augustine/NY/AXA-Financial/Equitable@AXA-Equitable  
cc:  
Subject: HR Form on Flexible/Alternative Work Schedules

Hi:

Did Bev recently have you fill one of these out? There was a recent request from HR on this to document all staff schedules. Thx.

Jeanne O'Connor

VP, Customer Retention & Cross-Sales

Customer Marketing Group

AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104

Phone: (212) 314-2955/Fax: (212) 707-7775

jeanne.o'connor@axa-equitable.com

From: Jeanne O'Connor  
Sent: Tuesday, May 23, 2006 10:12:39 AM  
To: Lizabeth J Augustine  
CC: Cynthia D Stern  
Subject: Re: HR Form on Flexible/Alternative Work Schedules

It's a recent HR request having to do with the Kip concern about people's hours/post 9:00 a.m. swipes. I will follow up with Lisa Deroche to get a copy of the form as I didn't keep it since it didn't pertain to my former unit.  
Jeanne

Lizabeth J Augustine  
05/23/2006 10:08 AM

To: Jeanne O'Connor/Distribution Communication/MONY@AXA-EQUITABLE  
cc: Cynthia D Stern/NY/AXA-Financial/Equitable@AXA-Equitable  
Subject: Re: HR Form on Flexible/Alternative Work Schedules

Jeanne

The last time I filled out any HR forms was approx. 14 months ago. It has always been documented that I work from home on Wed. (of course as we discussed I can be flexible on the day of the week as needed and will complete any forms required.)

Liz

Jeanne O'Connor  
Jeanne\_O'Connor  
@mony.com  
05/23/2006 09:10 AM

To: Cynthia D Stern/NY/AXA-Financial/Equitable@AXA-Equitable,  
Lizabeth J  
Augustine/NY/AXA-Financial/Equitable@AXA-Equitable  
cc:  
Subject: HR Form on Flexible/Alternative Work Schedules

Hi:  
Did Bev recently have you fill one of these out? There was a recent request from HR on this to document all staff schedules. Thx.  
Jeanne O'Connor  
VP, Customer Retention & Cross-Sales  
Customer Marketing Group  
AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104  
Phone: (212) 314-2955/Fax: (212) 707-7775  
jeanne.o'connor@axa-equitable.com

From: Lizabeth J Augustine  
Sent: Tuesday, May 23, 2006 10:13:21 AM  
To: Jeanne O'Connor  
Subject: Re: 1:1s

1:1 - Tuesday at 11AM.

Thanks

From: Jeanne O'Connor  
Sent: Tuesday, May 23, 2006 10:19:22 AM  
To: Elizabeth J Augustine  
CC: Cynthia D Stern  
Subject: Re: Flex Schedule Form

Liz:

Please complete the forms below and return to me. Cindy: please forward the forms you had recently provided to Bev. Thanks.

Jeanne O'Connor

VP, Customer Retention & Cross-Sales

Customer Marketing Group

AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104

Phone: (212) 314-2955/Fax: (212) 707-7775

jeanne.o'connor@axa-equitable.com

----- Forwarded by Jeanne O'Connor/Distribution Communication/MONY on  
05/23/2006 10:18 AM -----

Lisa DeRoche

05/23/2006 10:16 AM

To: Jeanne O'Connor/Distribution Communication/MONY@AXA-EQUITABLE

cc:

Subject: Re: Flex Schedule Form

Lisa A. DeRoche

HR Relationship Manager

212-314-2810 Phone

212-707-1675 Fax

lisa.deroche@axa-equitable.com

Jeanne O'Connor

Jeanne\_O'Connor

@mony.com

05/23/2006 10:14 AM

To: Lisa DeRoche/NY/AXA-Financial/Equitable@Axa-Equitable

cc:

Subject: Flex Schedule Form

Lisa:

Can you pls. resend this email as it now pertains to 2 members of my team.  
Thanks.

Jeanne O'Connor

VP, Customer Retention & Cross-Sales

Customer Marketing Group

AXA Equitable/1290 Ave. of the Americas, 7th fl./New York, NY 10104

Phone: (212) 314-2955/Fax: (212) 707-7775

jeanne.o'connor@axa-equitable.com



**Flexible Work Arrangement Summary****Non-Sales Positions****Highlights as of Today's date****Today's Date:** \_\_\_\_\_**EMC Member:** \_\_\_\_\_**Employee Name:** \_\_\_\_\_**Department:** \_\_\_\_\_**Manager Name:** \_\_\_\_\_

For the purposes of this document, a flexible work arrangement is any agreement that allows an employee to work in a manner that departs from the traditional core hours of 9 – 5 p.m., five days a week in a designated AXA Equitable office location.

Flexible Work Arrangement (Check all that apply)

- \_\_\_\_ 1. Part-time or Reduced Work Week (scheduled to work less than 36.25 hours per week)
- \_\_\_\_ 2. Staggered Hours:
- \_\_\_\_ a. Late starting time: after 9 a.m./Part-time (scheduled to work less than 36.25 hours per week)
- \_\_\_\_ b. Late starting time/Full-time: arrives after 9 am and is scheduled to depart later than core hours (scheduled to work at least 36.25 hours per week)
- \_\_\_\_ c. Early starting time/Full-time: arrives before 9 am and is scheduled to depart earlier than core hours (scheduled to work at least 36.25 hours per week)
- \_\_\_\_ d. Early starting time/Part-time: arrives before 9 am and is scheduled to depart earlier than core hours (scheduled to work less than 36.25 hours per week)
- \_\_\_\_ 3. Floating Hours: Employees that are scheduled to work 8 hours a day but are given flexibility to arrive at work after 9 am and make up their hours at the end of the traditional work day.
- \_\_\_\_ 4. Telecommuting: (Certain days employee is scheduled to work out of the office)
- \_\_\_\_ 5. Condensed work week (scheduled to work at least 36.25 hours per week in less than 5 work days)
- \_\_\_\_ 6. Job Sharing: an individual who is working part-time and sharing a full-time position with another part-time employee
- \_\_\_\_ 7. Other: Please explain any arrangement other than those noted above.

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Please indicate whether the above arrangement is in writing. YES\_\_\_\_ NO \_\_\_\_

Please indicate the approximate date that this arrangement was agreed upon. \_\_\_\_\_

Please indicate whether the above individual is on a Transitional Leave (leave following a FMLA or Disability leave)  
 YES\_\_\_\_ NO \_\_\_\_

Please indicate whether the above arrangement is expected to be a temporary arrangement. YES\_\_\_\_ NO \_\_\_\_  
 If yes, please indicate for how long. \_\_\_\_\_

*The above is a summary and is not intended to fully detail the arrangements. Arrangements are subject to change*





Please indicate all arrangements that apply to respective employee. The Staggered Hours column has a drop down menu for 4 Flextime options. Definitions are on second tab of this spreadsheet.

[illegible]

The above is a summary and is not intended to fully detail the arrangements. Arrangements are subject to change at any time, at management's discretion.

---

**Flexible Work Arrangements Definitions**

1. Part-time or Reduced Work Week (scheduled to work less than 36.25 hours per week)
  2. Staggered Hours:
    - a. Late starting time: after 9 a.m./Part-time (scheduled to work less than 36.25 hours per week)
    - b. Late starting time/Full-time: arrives after 9 am and is scheduled to depart later than core hours (scheduled to work at least 36.25 hours per week)
    - c. Early starting time/Full-time: arrives before 9 am and is scheduled to depart earlier than core hours (scheduled to work at least 36.25 hours per week)
    - d. Early starting time/Part-time: arrives before 9 am and is scheduled to depart earlier than core hours (scheduled to work less than 36.25 hours per week)
  3. Floating Hours: Employees that are scheduled to work 8 hours a day but are given flexibility to arrive at work after 9 am and make up their hours at the end of the traditional work day.
  4. Telecommuting: (Certain days employee is scheduled to work out of the office)
  5. Condensed work week (scheduled to work at least 36.25 hours per week in less than 5 work days)
  6. Job Sharing: an individual who is working part-time and sharing a full-time position with another part-time employee
  7. Other: Please explain any arrangement other than those noted above.
-